



GODDARD SPACE FLIGHT CENTER

HUMAN RESOURCES BULLETIN

Promotion Redesign Update

Promotion Metrics

[This is the fourth in a series of articles published separately on the new promotion process. Previous articles in the series can be found at <http://ohr.gsfc.nasa.gov/promotion/promodesc.htm>]

August 1999

Introduction

Did you ever wonder how many employees have been promoted at the Center during the year? What is the grade-level distribution in your Directorate? Or what the distribution of grades is for a particular skill group? You have heard that a new and improved promotion process is being implemented and perhaps asked, "How will I know if it's making a difference?"

According to feedback the Promotion Redesign Team received from employees, the GSFC workforce wants to know numbers when it comes to promotions. Your requests were heard and are being addressed by a new feature of the Center's promotion process to generate metrics reporting of promotions. This communiqué will highlight the main features of Promotion Metrics reporting and provide summary data you've asked for. Additional information is available on OHR's Home Page under the "Promotion Redesign" button (<http://ohr.gsfc.nasa.gov>).

What are Promotion Metrics?

Promotion Metrics are the reporting of factual promotion information, obtained from the Center's database of official personnel actions. The information is grouped into categories that GSFC employees can relate to an organization,

skill group or diversity perspective. The information is provided as aggregate data to protect the privacy of individual employees.

What Categories of Promotion Metrics will be reported?

Promotion Metrics will be provided in a variety of cross-sections that are pertinent to every GSFC employee. The cross-sections include Directorate, Duty Station, Skill Group, Ethnicity, Targeted Disabilities, Age and Gender. Promotion Metrics are displayed at the "Engineering Center" level for the Applied Engineering and Technology Directorate (AETD), due to the large size of the organization. Two sets of bar graphs have been created and are available to you. The first set reflects the number of persons who were on-board, by category at the beginning of FY99. These charts serve as a baseline and provide context for the second set of bar graphs. The second set of bar graphs reflects the actual number of promotions to each grade level, by category that have taken place during FY99.

There are some key points to keep in mind. The y-axis scale varies on each bar graph and should be taken into consideration when comparing charts. The Promotion Metrics reporting currently address Permanent personnel only. Aggregate data

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for Non-permanent personnel is not included. The focus of the Promotion Metrics reporting is promotions only. Other personnel actions or workforce changes such as hires, losses, reassignments and the like are not addressed by Promotion Metrics.

As a result of the above, every GSFC employee will be able to quickly access a wide variety of Promotion Metrics information. The current data set provides a numerical snapshot of GSFC Permanent employees on-board at the beginning of FY99. Also included are the distribution of grades by Directorate, Duty Station, Skill Group, Ethnicity, Targeted Disabilities, Age and Gender, and the cumulative number of promotions, by category to the next grade that occurred through June 30, 1999.

What is the difference between the charts in this HR Bulletin and the charts on the OHR Home Page?

The difference is more charts, more charts and more charts. There are currently 56 different representations of Promotion Metrics. The enclosed subset of Promotion Metrics charts, were chosen to provide a meaningful sample of useful information while keeping the announcement to a manageable size.

This announcement includes charts reflecting Beginning of Year On-Board and Promotions by Directorate. Also included are Beginning of Year On-Board and Promotions charts for each of the six skill groups at the Center (Engineers, Scientists, Professional Administrative, Clericals, Technicians and Wage Grade). Enclosed is a listing of these and all the Promotion Metrics charts available on the OHR Home Page.

How often will Promotion Metrics reporting be updated?

The plan is to update Promotion Metrics charts twice a year. The first release will be shortly after the beginning of each fiscal year. It will reflect Beginning of Year On-board and total number of promotions that occurred in the previous year. The second release will pertain to the current fiscal year and reflect Beginning of Year On-board information and total number of promotions through the first half of the fiscal year. In order to properly collect the data, develop the report and update the web, each update would become available in November and May respectively.

Yes, your feedback is wanted.

Promotion Metrics reporting is a new initiative at the Center aimed at meeting the information needs of the GSFC employee. It is expected that the dimensions of Promotion Metrics reporting will expand over time. Your feedback is needed to ensure that the Center is hitting the mark and will guide future developments. An email reply function has been set up in the Promotion Metrics web page to automatically forward your remarks to the Promotion Redesign Team email address (promocom@pop200.gsfc.nasa.gov). Of course you are also welcome to direct additional questions to any of the members of the Promotion Redesign Team (see the OHR Home Page, Promotion Redesign), or the Human Resources Management Specialist who supports your organization.

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Enclosures